



DEPARTMENT OF THE ARMY
NORTHWESTERN DIVISION, CORPS OF ENGINEERS
P.O. BOX 2870
PORTLAND, OREGON 97208-2870

Reply to
Attention of:

CENWD-EE (100)

25 OCT 2001

MEMORANDUM FOR All Northwestern Division Employees

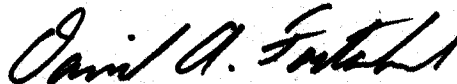
SUBJECT: NWD Policy Memorandum #1-01 - Equal Employment Opportunity and Sexual Harassment

1. It is the policy of the Department of the Army to provide equal opportunity in employment for all persons without regard to race, sex, religion, color, national origin, age, or handicapped condition. As the Commander of Northwestern Division, I affirm my commitment to this policy. I encourage each employee to carry out this policy as a shared responsibility to foster and maintain a work environment free from discrimination and sexual harassment.
2. Implementation of this policy requires not only that it is a shared responsibility of all the employees of the Northwestern Division, but it also requires teamwork. We must strive together to ensure that we are an organization representative at every level of the rich diversity of our Nation's people, that our environment nurtures the professional growth of each employee, and is free from any kind of discrimination or sexual harassment. We must also support the efforts of the managers and employees who take actions to implement Equal Employment Opportunity and discourage discrimination and sexual harassment in the workplace.
3. We can be justifiably proud of the many accomplishments that have been made in Equal Employment Opportunity. However, we need to reinforce and continue these efforts. In developing a highly qualified and representative workforce, our managers, together with Human Resources and Equal Employment Professionals, must continue the development of employment strategies to further increase the diversity of our workforce. We must provide career enhancing assignments and training opportunities for all highly qualified candidates including women and minorities. In addition to recruitment and professional advancement opportunities, we need to ensure that all personnel actions are free from discrimination and reprisal. Most importantly, we need to cultivate a work environment that fosters respect for the diverse cultural backgrounds of all our employees and offers the same opportunities without regard to all forms of discrimination such as ethnic background, race, gender or qualifying handicapped condition.
4. Our success in carrying out Equal Employment Opportunity will be measured in the increased pride each of us has in our own organization, the respect given to us by our customers, both within and outside the Corps, and is critical to how we survive the challenges that lie ahead.

CENWD-EE

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5. The proponent office for this Policy Memorandum is Equal Employment Opportunity Office (CENWD-EE). This Policy Memorandum expires 2 years from date of issuance or on departure of authenticator, whichever is sooner.



DAVID A. FASTABEND

**Colonel, EN
Commanding**